



Employee Brief



To: Sibanye-Stillwater US PGM Employees

Date: March 30, 2020

Re: Coronavirus ('COVID-19') – Social Distancing, Contact Tracing & Hand Washing Protocols, v2

In addition to the social distancing site protocols implemented at Stillwater Mine and the Metallurgical Complex on March 20, 2020, and at East Boulder on March 22nd, the following measures are being taken.

SOCIAL DISTANCING

The coronavirus, known as COVID-19, continues to impact the world around us. The company is taking proactive steps at all Montana Regions sites to protect employee health. Before those steps are discussed, it is important to emphasize the **personal responsibilities of all employees**.

- **EMPLOYEES DISPLAYING SYMPTOMS RELATED TO COVID-19 ARE NOT PERMITTED TO COME TO WORK.**
- Every person is handling this situation differently. Please be respectful of everyone's right to a safe workplace.
- Practice CDC social distance protocols by minimizing group sizes and maintaining 6' social distancing.

The steps that will be taken onsite follow CDC and WHO mitigation strategies to prevent COVID-19 transmission at workplaces. Key to that is the social distancing measure of minimizing group sizes with a 10-person limit per the Presidential guidelines and increasing physical space between workers. All employees will need to do their best to maintain **six (6)** feet of distance between each other. Gathering in hallways and bullpen areas is not allowed in between shifts. In worksite situations that do not allow six feet of social distancing and such spacing will continue for more than 10 minutes, the company will provide face protection to be worn by employees. Social distancing and proper hand washing are the best ways to prevent the spread of COVID-19.

CONTACT TRACING

If an employee at a Montana Region operation site were to test positive for COVID-19, **the individual employee** and work site would need to provide the county/state health departments a list of all individuals that have come into contact with that person.

Contact is defined as stated by CDC in the article "Evaluating and Testing Persons for Coronavirus Disease 2019 (COVID-19)": "Close contact is defined as-

- a) Being within approximately 6 feet of a COVID-19 case for a prolonged period of time; close contact can occur while caring for, living with, visiting, or sharing a healthcare waiting area or room with a COVID-19 case.
- b) Having direct contact with infectious secretions of a COVID-19 case (e.g., being coughed on)".



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This would also include riding the same bus, riding the same rail mantrip or cage, riding in the same compartment of a rubber-tired man trip or any other time when employees are in a closed cab for a period of time. Therefore, each employee will need to track all other employees they have come in contact with throughout their day. The "Daily Contact Tracing Card" has been created and will be distributed to employees for their use.

To limit the contact with employees the following preventative measures are being established.

East Boulder

Employees riding buses to site will be offloaded between the surface shop and the administration building. Buses will then travel to the concentrator and employees will unload using the MET Lab entrance to the mill. Once employees have been offloaded, bus cleaning will be conducted by the bus driver. The buses will then travel to the normal loading zone at the bottom of the stairs, to load employees and leave site.

Employees leaving site will exit the administration building down the stairs to the parking lot prior to the arriving buses offloading. Face to face communication between crews will not be allowed. Employees must adhere to the social distancing standard at all times. Each bus route will be labelled and the route can be marked on the tracking log. The bus ID will be marked on the bus, and the bus ID is required documentation for contact on the 'Daily Contact Tracing Card.' Company car pools will note each rider on the log.



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Metallurgical Complex

At the specified MET facility entrances, a supervisor or leadman will verify each crew member has gone through the pre-screening check point. The supervisor or leadman will ensure crew members entering the building are separated into small groups of < 10 people and will monitor that there is 6' social spacing. During all meetings, crews will adhere to 6' social distancing with no more than 10 people present. No more than 4 employees are to gather in the lunchroom (or other area) for breaks, and will maintain 6' social spacing.

Stillwater Mine

Employees riding the buses will offload in the normal bus parking zone. Crews coming on shift will enter the Administrative building on the north side of the stairs past Dispatch and down the hallway past the General Foreman offices. Crews leaving site on the buses will exit the Administrative building by using the hallway through the Production/Development offices and then exit the building at the end of the hallway using the east side door and walking back to the main stairs and down the stairs on the south side of the staircase. A partition has been installed to reduce exposure to possible passing traffic on the staircase.

East Boulder and Stillwater Mines

Buses will be cleaned at site after arriving and before allowing on boarding passengers on the bus for departure from site. This will delay departures but will be completed each shift and confirmed by a salaried employee. ****Note**** All employees waiting for buses either at site or at screening stations need to comply to CDC guidelines and maintain 6' social spacing at all times.

Employees will need to note on their 'Daily Contact Tracing Card' the bus ID. This will help in tracing personnel riding each bus. Employees that come to site in personal car pools or Company vehicles are required to fill out the 'Car Pools and Company Vehicle' card. This card includes vehicle driver, occupant names and Company Vehicle ID. This card must be filled out and turned into the Security Guard on arrival and before departure from site every shift.

'Daily Contact Tracing Cards' are to be used by all Sibanye-Stillwater employees at all operating sites. This card has sections to document method of arrival and departure from site, area or beat room line out meetings, mantrips (rail or rubber tired, deli) and/or cage deck, name of employee, date, crew and work location. On mantrips, Toyotas, Kubotas, etc. with multiple passengers, employees will document the vehicle number and occupants on their 'Daily Contact Tracing Cards'.

The reverse side of the card is designed for each employee to identify the individuals they come in contact with during their shift. The 'Daily Contact Tracing Card' is to be filled out completely by each employee and turned into their respective Supervisor at the end of each shift. These cards will be filed and stored at each operating site.



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HAND WASHING

Hand washing will continue to be stressed as major means of reducing the spread of Covid-19.

The Company will be implementing a Mobile Hand Washing Program. Mobile hand washing stations meeting the CDC guidelines for the prevention of the spread of COVID-19 virus will be installed at the 10 pre-screening stations (bus pickup locations). The hand wash stations are self-contained for both fresh & gray water and are powered via a generator. They will be equipped with no-touch faucets, soap dispensers, disposable paper towels, trash cans, lighting, and manned to ensure thoroughness. Fresh and gray water hauling to and from each station, along with trash removal / disposal, will be conducted regularly. Until the mobile hand washing stations are operational, the Company will supply hand sanitizer and antiseptic wipes at all screening locations.

In addition to the mobile hand washing stations, when employees arrive at site, they are to thoroughly wash hands in accordance with the CDC guidelines in one of the washrooms available at each work site. Prior to employees leaving site and loading the bus or other vehicles, they are to thoroughly wash hands per the CDC guidelines.

Regards,

Dee Bray

Vice President, Safety & Health
US PGM Operations



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